ANNUAL REPORTS

The

Eighty-ninth and Ninetieth

of the

CONGREGATIONAL PUBLISHING SOCIETY

and the

One Hundred Fifth and Sixth

of the

CONGREGATIONAL EDUCATION SOCIETY

1922-1923

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1922-1923

Congregational House,
14 Beacon Street, Boston, Mass.

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OFFICERS

CONGREGATIONAL PUBLISHING SOCIETY
AND
CONGREGATIONAL EDUCATION SOCIETY

President, Charles R. Brown, D.D., LL.D.
Vice-President, William Horace Day, D.D.
Recording Secretary, Frank M. Sheldon, D.D.
General Secretary, Frank M. Sheldon, D.D.
Treasurer, Arthur J. Crockett

DIRECTORS

Term Expiring in 1925

Charles W. Bond, Mass.
Rev. Edward C. Camp, Mass.
Mrs. Cornelius A. Patton, Mass.
J. W. F. Davies, D.D., Ill.
E. D. Eaton, D.D., LL.D., Mass.
Warren J. Moulton, Ph.D., Maine
Rev. Jason N. Pierce, D. C.

Term Expiring in 1927

William Horace Day, D.D., Conn.
Rev. Vaughn Dabney, Mass.
Rev. Horace Holton, Mass.
Prof. L. A. Olney, Mass.
Prof. Frank G. Ward, Ill.
Rev. Arthur W. Bailey, R. I.
L. A. Weigle, Ph.D., Conn.
Percy R. Ziegler, Mass.

Term Expiring in 1929

Arthur J. Crockett, Mass.
Rev. Ashley D. Leavitt, Mass.
Rev. Judson L. Cross, Mass.
Judge Alfred Coit, Conn.
Prof. R. S. Smith, Mass.
Edwin A. Stockin, Mass.
Rev. O. A. Petty, Conn.

CORPORATE MEMBERS AT LARGE

Term Expiring in 1925

M. Leroy Burton, D.D., Mich.
Rev. Raymond C. Brooks, Calif.
Herbert R. Gibbs, Mass.
Rev. John L. Kilbon, N. Y.
John R. Nichols, D.D., Ill.
Rev. Austin Rice, Mass.

Term Expiring in 1927

Rev. E. C. Camp, Mass.
Ernest B. Allen, D.D., Ill.
Marquis Eaton, Ill.
Hon. T. C. McMillan, Ill.
Stephen A. Norton, D.D., Calif.
Edward M. Noyes, D.D., Mass.

Term Expiring in 1929

Charles R. Brown, D.D., Conn.
Charles W. Bond, Mass.
E. D. Eaton, D.D., Mass.
Rev. Horace Holton, Mass.
L. A. Weigle, Ph.D., Conn.
William Horace Day, D.D., Conn.

ANNUAL MEETING OF THE CONGREGATIONAL PUBLISHING SOCIETY

In accordance with the vote of the Board of Directors, the Annual Meeting of the Congregational Publishing Society was held at 14 Beacon Street, Boston, Mass., September 19, 1922.

Since the election of all officers comes in connection with the biennial meeting of the National Council, the only business to come before this meeting was reports from the General Secretary and heads of departments. These reports were presented and it was

Voted: That they be accepted and printed.

Voted: To adjourn.

F. M. Sheldon,
Recording Secretary.

PUBLISHING SOCIETY

In accordance with notices duly published in *The Congregationalist*, the Congregational Publishing Society convened in Annual Meeting at Springfield, Thursday, October 18, 1923, at 10.00 A.M.

Prayer was offered by Dean Brown.

The Minutes, having been duly printed and distributed in the Annual Report, were declared approved.

Report of the Nominating Committee was presented by the Chairman, Dr. Robert W. Gammon. Upon motion it was

Voted: That the Secretary be instructed to cast the unanimous ballot of the meeting for the following persons as named in the report of the Nominating Committee:

Officers

President, Charles R. Brown, D.D., LL.D.
Vice-President, William Horace Day, D.D.
Recording Secretary, Frank M. Sheldon, D.D.
General Secretary, Frank M. Sheldon, D.D.
(On nomination of Board)
Treasurer, Arthur J. Crockett

Directors

Term Expiring in 1929

A. J. Crockett, Mass.
Everett E. Kent, Mass.
Rev. Ashley D. Leavitt, Mass.
Rev. Judson L. Cross, Mass.
Judge Alfred Coit, Conn. (On nomination of Extension Boards)
Prof. R. S. Smith, Mass.
Edwin A. Stockin, Mass.
O. A. Petty, Ph.D., Conn.

Term Expiring in 1925

J. W. F. Davies, D.D., Ill.
To confirm *ad interim* election to succeed
C. W. Davidson, resigned
Mrs. Anne Barrows Seelye, Mass.
To succeed
S. A. Norton, D.D., resigned

Term Expiring in 1927

Rev. A. W. Bailey, R. I.
To confirm *ad interim* election to succeed
H. H. Hilton, resigned

Corporate Members At Large

Term Expiring in 1929

Charles R. Brown, D.D., Conn.
Charles W. Bond, Mass.
E. D. Eaton, D.D., Mass.
Rev. Horace Holton, Mass.
Prof. L. A. Weigle, Conn.
Wm. Horace Day, D.D., Conn.

The Secretary announced that the ballot had been cast and these officers, directors, and corporate members were declared elected.

Addresses: The Congregational Publishing Society:

1. " Its Educational Ideals and Literature," Prof. Luther A. Weigle.

2. " Its Business Aims and Service," Arthur J. Crockett.

Meeting adjourned.

F. M. Sheldon,
Recording Secretary.

CONGREGATIONAL PUBLISHING SOCIETY

Editorial Staff

SIDNEY A. WESTON, Ph.D.

M. C. Hazard, *Editor Emeritus*

B. S. Winchester, D.D. — Eleanor F. Cole

Margaret Slattery — Alfarata B. Hilton

Frances Weld Danielson — Charlotte V. Chambers

In the administration of its affairs the Directors of the Congregational Publishing Society are divided into three Sub-Committees corresponding to each of the main departments of the Society's organization — the Business Committee, the Editorial Committee and the Committee on *The Congregationalist.* These Committees meet monthly with the heads of Departments, direct their policy and act as the channel through which the Departments' needs are brought to the Board for information and recommendation.

I. THE BUSINESS DEPARTMENT

In May, 1921, the Directors appointed a new Business Manager and adopted a determined policy to make the Publishing Society efficient in its business organization and service to the denomination.

A. Boston

1. Sale of Printing Plant

In our last report to the National Council we stated that we were beginning the syndication of our Uniform periodicals. This removed from our printing plant the larger part of its work and made the maintenance of the plant no longer essential or profitable. Negotiations were concluded for the sale of the plant in November, 1921, and the former Superintendent of Printing, Franklin I. Jordan, formed a new company under the name of Jordan & More Press, which purchased the plant from the Publishing Society. As part of the purchase money was in the form of mortgage notes, payable semi-annually over a term of five years, the Society still has a very real interest in the success of the new firm.

The printing plant was deeded to the Congregational Publishing Society by Mr. Jacob J. Arakelyan in the year 1913 through an annuity form of gift, by the terms of which Mr. Arakelyan was to receive $8,000 per year for fifteen years from the date of its transfer to the Publishing Society. The balance of this annuity, for which the Publishing Society is still responsible, payable in quarterly installments, is $40,000. It is provided, however, in the terms of the sale of the plant that the Jordan & More Press shall reimburse the Society to the same amount at the time of each quarterly payment.

2. Change of Treasurers

In September, 1921, the Treasurer, Mr. Robson, resigned, to take effect in March, 1922, and in his place the Directors elected one of their own number, Mr. Arthur J. Crockett, a Boston publisher and director of one of its leading trust companies. The new Treasurer has given his services to the Society. Through this change there has also been effected a large economy in the administration of the Society's affairs.

3. Reorganization of Departments

Recognizing the imperative need of better service to the churches, a new system of accounting and handling of orders has been developed. This includes as new features a Mail Registry System, a Correspondence Department, an organized Subscription Department, and important changes in the personnel of the Book Store and other branches of the business.

4. The Book Store

For many years the Boston Book Store has done a large business with the Episcopalian Churches of this vicinity. This has finally led to an arrangement with the Diocese of Greater Boston for an Episcopalian depository in the Boston Book Store. The depository is in charge of one of their educational workers and has brought to the Society a larger clientele and increased sales.

In the spring of 1923 Vernon M. Schenck, who has been in charge of the Book Store for many years, resigned. In his place the Directors elected Rev. Harold B. Hunting, a Congregational minister and writer, formerly associated with the Religious Education Publication Department of Charles Scribner's Sons. Mr. Hunting brings to the Society a thorough training in the field of religious education and an intimate knowledge of the peculiar problems of denominational book selling. He has made our store — Boston's religious book shop — a combination, as the Directors have expressed it, of the service of a library and the facilities and resources of a high-grade religious book store.

B. Chicago

1. New Mailing Center

For two years our Uniform quarterlies and weekly papers have been mailed at Cincinnati, the place of printing. On account of postal regulations, this mailing has been transferred to Chicago, which is the center of our western constituency and the headquarters of fully half of the Society's business. This brings the mailing of all our material under the supervision of our own force. At the same time the most improved mailing system is being installed.

2. New Manager

At Chicago, as at Boston, a thorough reorganization has been effected and an almost completely new personnel employed.

A new manager, Mr. Forrest C. Finley, was elected in the spring of 1923. Mr. Finley is a western man and for the past ten years has been assistant manager of the Presbyterian Book Store in Chicago. From actual experience he thoroughly understands the needs and problems of our western constituency. The improvement in the character and service of the Chicago Book Store is already recognized and commended.

3. New Location of Book Store

To house together all our Congregational organizations which have their headquarters at Chicago has long been the hope of our denominational leaders. This was accomplished in May of this year by the removal of the Society's Book Store and Dr. Gammon's office as Secretary of the Education Society to the Y. M. C. A. Building at 19 South La Salle Street, where the other Societies were already located. The Publishing Society has spared no pains to make the new Book Store attractive in appearance, convenient of approach and well stocked with the materials and equipment to meet the needs of our churches and church schools.

C. Financial Report

CONGREGATIONAL PUBLISHING SOCIETY

Boston and Chicago

CONSOLIDATED BALANCE SHEETS

FOR THE YEARS ENDED FEBRUARY 28, 1922 AND 1923

ASSETS	1922	1923
Current Assets		
Cash	$33,072.75	$31,278.98
Accounts Receivable — Net	80,873.88	94,341.84
Congregational Educational Society	9,712.21	19,109.53
Notes Receivable — Jordan & More — Arakelyan	50,000.00	42,000.00
Notes Receivable — Jordan & More Plant	38,942.50	32,452.08
Inventories	155,542.09	162,201.05
Total Current Assets	$368,143.43	$381,383.48
Investments	34,601.75	52,714.31
Fixed Assets		
Furniture and Fixtures	9,532.12	11,171.60
Deferred Charges	2,519.05	3,062.09
Congregationalist Investment	60,000.00	60,000.00
Advance Investment	5,000.00	5,000.00
	$479,796.35	$513,331.48
Accounts Payable	$57,170.46	$63,281.37
Notes Payable	51,300.00	37,500.00
Annuity Payable (J. Arakelyan)	50,000.00	42,000.00
Accrued Liabilities	591.53	902.89
Total Current Liabilities	$159,061.99	$143,684.26
Deferred Income	38,987.84	37,316.00
Reserve for Contingencies	.....	25,000.00
Capital	281,746.52	307,331.22
	$479,796.35	$513,331.48

CONSOLIDATED STATEMENT OF PROFIT AND LOSS

FOR YEAR ENDED FEBRUARY 28, 1923

	Boston Book and Merchandise	Congregationalist	Boston Periodical	Chicago	Total
Sales	$174,599.82	$76,410.32	$160,257.28	$306,386.76	$717,654.18
Cost of Sales	102,874.72	69,487.22	84,306.12	202,991.04	459,659.10
Gross Profit	$71,725.10	$6,923.10	$75,951.16	$103,395.72	$257,995.08
Less Expenses	75,811.31	32,661.39	46,696.14	77,168.67	232,337.51
Profit for Year	.....	.....	$29,255.02	$26,227.05	$55,482.07
Loss for Year	$4,086.21	$25,738.29	.....	.....	29,824.50
					$25,657.57
Add: Loss on *Congregationalist* charged to Educational Society					21,605.98
Adjustment of Invoices during Year					15.84
Profit for Period					$47,279.39
Less: Loss on Postage Stamp and Supplies Inventory				$474.84	
Loss on Books Published — Discontinued				1,302.11	
Loss on Depreciation — Old Plates				416.74	
Loss on Multigraph Department				1,135.40	
Reserve for Contingencies				25,000.00	28,329.09
Balance Carried to Capital					$18,950.30

While the financial report shows a steady improvement in the Society's condition, the Directors will not be satisfied until they have resources to liquidate all the notes at the bank and provide a sinking fund for the balance of the Arakelyan annuity of $40,000 and other contingencies which may arise in the conduct of any business. The reorganization of the Society as outlined above indicates briefly the new policy of the Directors in their effort to give to our churches a publishing society which shall be worthy of the best traditions and ideals of the denomination. It is hoped that within the next five years the Society will be entirely out of debt and will be able to make an annual appropriation for the work of its associated organization, the Congregational Education Society.

II. THE EDITORIAL DEPARTMENT

This Department is responsible for the production of literature and materials in the field of general religion and religious education, including material for instruction and training, lesson courses (Uniform, Graded and Special), courses and magazines for teachers, papers for children and young people, books of worship and devotion, etc., whether in periodical or book form. Since the combination in March, 1922, of the General Publications Department and the Department of Religious Educational Publications it has been designated "The Department of Publications."

A. Reorganization of the Editorial Department

When the Board of Directors appointed the Editor, Sidney A. Weston, Ph.D., as Business Manager, May 31, 1921, authority was given him to engage such editorial assistance as might be found necessary. The reorganization of the Business Department, which has been effected since that time, has been accompanied by a reorganization in the Editorial Department. The Editorial and Business Departments have been brought into a closer relationship as parts of one unified organization. This makes possible the service to the Editorial Department of two workers who are primarily employees of the Business Department, but whose work is related to both departments, thus bringing to the Business Department and giving to the Editorial Department a closer knowledge of the needs of our church and church-school people. At the same time the specialization of the staff has been further developed until it now includes an editorial specialist of national reputation for every department of the church-school and every phase of the educational task.

B. Cooperation with Other Publishing Houses

In 1910 we joined with the Presbyterian, Methodist Episcopal and Methodist Episcopal South publishing houses in the production of the new Graded Lessons. Through this cooperative plan each house was able to supply its schools with a better product at a lower price than it

could otherwise have done. Since that time the policy of syndication has been further developed, and today we are a member of an informal group of ten or more denominational publishing houses which is producing the specialized Teacher Training Textbooks, written by leading educators and sold at a very low price to the schools.

The Church School Magazine, now in its fifth year, is another example of cooperative publishing. The editorial and business departments of the Congregational Publishing Society, the Methodist Episcopal, the Methodist Episcopal South, the Disciples of Christ and the Presbyterian Reformed Publishing houses are partners in this enterprise.

C. A Comprehensive Program of Publication

The Editorial Department is steadily developing a comprehensive program of educational literature to meet the growing needs of childhood, youth and adult life and to provide parents, pastors, officers, teachers and leaders with materials and equipment adequate to their task.

In January, 1924, we will issue a new *Adult Bible Class Monthly* of thirty-two pages, carrying a treatment of the Uniform Lessons and special courses, and a magazine section devoted to news, methods, programs, etc., for adult work. In the preparation of this Monthly the Editorial Department has the cooperation of the Social Service Department of the Congregational Education Society.

A significant type of adult material is a series of outlines to be used as the basis of discussions. The first of the series is *Christian Fellowship and Modern Industry*, written by Dr. Arthur E. Holt. Other outlines are in preparation. Another help for Adult workers just off the press is the volume written by Professor Theodore G. Soares of Chicago University entitled *A Study of Adult Life*. Another study course meeting a vital need for adults and young people has been prepared by Dr. Frank M. Sheldon — *Making Christianity Christian*. This also is a discussion course aiming to make the student think through for himself the fundamental problems of religion.

To meet the needs of week-day religious education we are publishing the *Pilgrim Planbooks*, giving complete programs of stories, songs, games and definite suggestions for service for use in the elementary grades.

D. Building a New Curriculum

As a member of the International Lesson Committee and of the Committee on Education of the International Sunday School Council of Religious Education the Editor is one of the group which is now making a fundamental study of current lesson material for the purpose of working out a new curriculum not only for Sunday but also for week-day religious education. The whole theory of education is so changed since the Graded

Lessons were published that a new and better system is greatly needed. Our church schools will be glad to know that this study is now being made and some definite results may be expected within the next year.

From this brief survey it will be seen that the Editorial Department is developing a well-rounded program of literature adapted to the varying kinds of needs of our denominational life and including in its scope all ages from the little child to the adult.

III. THE CONGREGATIONALIST

The problem of securing a successor to Dr. Howard A. Bridgeman, who retired from the chief-editorship shortly after the last meeting of the National Council, was solved by the unanimous vote of the Board of the Publishing Society, appointing the present Editor, William E. Gilroy, D.D., who assumed office in February, 1922. It has been gratifying to the Editor-in-Chief to have this choice recently confirmed in a unanimous Report presented to the Board by the Congregationalist Committee. "The difficult task of changing editors," the Report stated, "has been successfully accomplished. Mr. Gilroy has established himself as an editorial writer of sound judgment, of wide sympathies, free from prejudice or partisanship; and he has attained a large and favorable acquaintance."

Apart from the Editor-in-Chief, the Staff continues as before, and it is gratifying to state that the problems of adjustment, understanding, loyalty and cooperation inevitably associated with new leadership and control have been successfully solved.

It is the constant aim of the editorial group to conceive of editorial responsibilities as involving a large sphere of Christian and denominational service and not merely the tasks of editorial routine. *The Congregationalist* office is in deeper measure than can possibly be realized a clearing house for many matters besides Congregational ideals and news. If the full records were known they would reveal remarkable stories of human contacts and helps — of discouraged pastors quickened to new hope, of ministers and laymen helped toward new understandings and larger ideals, and of personal problems of doubt, trial and sorrow brought nearer solution.

In studying and seeking to solve the problems of the paper the new editor has sought the widest counsel, both through correspondence and personal contacts. Constructive criticisms and suggestions have been both welcomed and invited. Wherever it has been possible the editor has gotten together groups of ministers and laymen in round-table conferences in which the policy and problems of the paper have been most freely discussed. The variety, and contradictory nature, of much of the counsel offered, sometimes with somewhat dogmatic assurance, only emphasizes the complexity and greatness of the editorial task, but such

breadth and variety of counsel helps none the less by providing wide data and critical ground for editorial decisions.

The present editorial undertaking has come at a most trying and difficult period. Though the financial strain due to enormously increased war-time costs has lessened somewhat, otherwise the problems are probably more acute than ever before. Religious newspapers are suffering from an intense reaction, the full causes of which are not apparent. Old-established religious weeklies and strongly entrenched denominational organs report shrinkages in subscriptions amounting to from 25 per cent to 60 per cent.

In both editorial and business departments there is a strong feeling that the problem of circulation will never be adequately solved until it is made more directly a problem for the entire denomination and its official agencies. It is hoped that the National Council may take up this problem and find ways and means of carrying on a wider and more thorough-going campaign for increased circulation than is possible through the medium of our Circulation Department. Plans for increased and more effective cooperation with the general denominational leadership would justify such a campaign and render the paper, which has ever given signal service, eminently more powerful as a unifying and inspiring agency in the great Christian purposes which the denomination exists to serve.

With a view to making the paper as widely as possible express the variety of Congregational opinion plans are now in process for the establishing of a group of Contributing Editors, the personnel of which shall change from year to year, the members of which shall be chosen with regard to the diversity of our Congregational life. This plan will not in any sense affect the authority and control of the Editor-in-Chief. Contributed editorials will be signed, or initialed, as expressing personal points of view which may, or may not, voice the opinion of the regular editorial group. While stimulating by this means the thought and comment of representative men and women, there is no intention of precluding or limiting the wide expression of opinion, both spontaneous and solicited, for which the paper has been notable.

Congregationalist Financial Statement

The financial situation as to the Publishing Society in recent years was largely caused by annual deficits resulting from the maintenance of *The Congregationalist*. By reason of this, the following vote was passed by the National Council at its meeting in Los Angeles, July, 1921:

Voted: That the financial support of *The Congregationalist* be maintained by the Congregational Education Society in continuance of the relation already provisionally made, and that the action of the Apportionment Committee in assigning one and one-half per cent to the Education Society for this purpose be approved.

In accordance with that vote, the Education Society has assumed the

obligation to pay to the Publishing Society for the fiscal year ending February, 1922, $15,936.54, and for the year that ended February, 1923, $21,605.98, and for three months ending May 31, 1923, $4,484.87, a total of $42,027.39. Of this amount the Education Society has paid in cash and securities $28,432.99, leaving a balance unpaid May 31, 1923, of $13,594.40. These amounts do not include *The Congregationalist* overhead expense which is paid by the Publishing Society, amounting approximately to $4,000 a year. It is customary in other denominations for the denominational journal to be supported by denominational bodies or by voluntary contribution from private individuals.

The paid circulation of *The Congregationalist* reached 20,000 in the fiscal year 1921–22, and declined approxinately 1,500 in 1922–23. Some other religious journals have lost even more heavily in circulation the last year.

The advertising receipts, which for many years were approximately $20,000 per year, in 1921–22 were $27,259.06, and in 1922–23, $27,689.06.

Through strict economy the manufacturing costs have been reduced from $44,780 in 1921–22 to $41,183 in 1922–23.

ANNUAL MEETING OF THE CONGREGATIONAL EDUCATIONAL SOCIETY

In accordance with the vote of the Board of Directors, the Annual Meeting of the Congregational Education Society was held at 14 Beacon Street, Boston, Mass., September 19, 1922.

Since the election of all officers comes in connection with the biennial meeting of the National Council, the only business to come before this meeting was reports from the General Secretary and heads of departments. These reports were presented and it was

Voted: That they be accepted and printed.

Voted: To adjourn.

F. M. Sheldon,
Recording Secretary.

EDUCATION SOCIETY

In accordance with notices duly published in *The Congregationalist*, the Congregational Education Society convened in Annual Meeting at Springfield, Thursday, October 18, 1923, at 10.00 A.M.

Prayer was offered by Dean Brown. The Minutes, having been duly printed and distributed in the Annual Report, were declared approved. Report of the Nominating Committee was presented by the Chairman, Dr. Robert W. Gammon. Upon motion it was voted that the Secretary be instructed to cast the unanimous ballot of the meeting for the following persons as named in the report of the Nominating Committee:

Officers

President, Charles R. Brown, D.D., LL.D.
Vice-President, William Horace Day, D.D.
Recording Secretary, Frank M. Sheldon, D.D.
General Secretary, Frank M. Sheldon, D.D.
(On nomination of Board)
Treasurer, Arthur J. Crockett

Directors

Term Expiring in 1929

A. J. Crockett, Mass.
Everett E. Kent, Mass.
Rev. Ashley D. Leavitt, Mass.
Rev. Judson L. Cross, Mass.
Judge Alfred Coit, Conn. (On nomination of Extension Boards)
Prof. R. S. Smith, Mass.
Edwin A. Stockin, Mass.
O. A. Petty, Ph.D., Conn.

Term Expiring in 1925

J. W. F. Davies, D.D., Ill.
To confirm *ad interim* election to succeed
C. W. Davidson, resigned
Mrs. Anne Barrows Seelye, Mass.
To succeed
S. A. Norton, D.D., resigned

Term Expiring in 1927

Rev. A. W. Bailey, R. I.
To confirm *ad interim* election to succeed
H. H. Hilton, resigned

Corporate Members at Large

Term Expiring in 1929

Charles R. Brown, D.D., Conn.
Charles W. Bond, Mass.
E. D. Eaton, D.D., Mass.
Rev. Horace Holton, Mass.
L. A. Weigle, Ph.D., Conn.
Wm. Horace Day, D.D., Conn.

The Secretary announced that the ballot had been cast and these officers, directors, and corporate members were declared elected.

The following resolutions were presented by Secretary Sheldon and were adopted by unanimous vote of the meeting:

I. This Society hereby appoints the Commission on Missions of the National Council as a committee of this Society authorized and directed to represent this Society in the initiation and direction of the common appeal of the Congregational missionary societies to the Congregational churches and their members for the support of the missionary work of these societies and with the duty of correlating and coordinating the individual promotional work of this Society with similar promotional work on the part of the other societies and with the common promotional work of all the societies and with the Congregational organizations of the several states.

II. That the budget of the Commission on Missions for common promotion be approved by the Congregational Education Society for an amount not to exceed $141,000.00 for 1924 and not to exceed $150,000.00 in 1925, exclusive of any amounts which may be expended by state and local organizations out of their own funds — the same to be assessed upon the several National causes in proportions to be determined by the Commission on Missions.

Addresses: Congregational Education Society, "Its Program and Needs," Secretary Frank M. Sheldon and Dean Charles R. Brown.

Meeting adjourned.

F. M. Sheldon,
Recording Secretary.

CONGREGATIONAL EDUCATION SOCIETY

Executive Staff

General Secretary, Frank Milton Sheldon, D.D.
Secretary of Social Service, Arthur E. Holt, Ph.D.
Secretary of Missionary Education, Herbert W. Gates, D.D.
Secretary of Student and Young People's Work, Rev. Harry T. Stock
Educational Associate, Mrs. Millacent P. Yarrow

The two years since the last meeting of the National Council has been a period of decided growth, attended by some rather sharp growing pains.

The Task

When the Council met in New Haven eight years ago, this Society aided students studying for the ministry, aided academies and colleges, conducted schools in Utah and New Mexico and was spending $4,000 per year upon work in tax-supported schools.

The work with academies and colleges has been transferred to the Foundation for Education and the schools in Utah and New Mexico to the American Missionary Association. The work in tax-supported colleges and universities has been expanded sixfold and the Society has added to its work, upon instructions from the National Council, the entire program of religious education, including Sunday Schools, Daily Vacation and Week-day Religious Schools, Young People's Work, Missionary Education, Social Service, Recruiting and Religious work among students.

The National Council also made it clear that this Society was henceforth to be, not another missionary organization, but a society whose work underlies the work of all our missionary societies and has to do with the vital life of all our churches. Its task is to aid in training our own Congregational people in Christian life, in Christian service and in Christian leadership, that local churches and missionary societies may do more effectively the work of the Kingdom.

Quality vs. Quantity and Machinery

In a "Service Bulletin" sent to all ministers, announcing the service the Society is prepared to render, the following statement occurred:

"The immediate problems and tests of the church today are not so much those of extension into new areas as the demonstration of Christianity in areas already possessed. The real problems and tests are, CAN the church be Christian, DARE the church be Christian, WILL the church be Christian? In fact, the hope for and the value of far-reaching extension are both dependent upon the present church becoming actually Christian.

"The Education Society seeks to help pastors and churches as they face these issues. We believe in better materials, better methods, better equipment, better organization. But these are only means through which really Christian folk seek to help religiously immature folk into the Christian way of living. Good materials, methods, equipment and organization in the hands of a church, pagan or half-Christian, will produce pagans or half-Christians. You pastors and those

who lead with you in the local church are the determining factors. Can we help you and your leaders?"

The above embodies the deliberate conviction of the leaders of this Society.

Finance

The total receipts for current use for the year ending May 31, 1922, exclusive of restricted and reserved legacies, were $166,263.70. The deficit May 31, 1922, of which $13,084.97 was carried over from the preceding year, was $36,297.06. To the permanent funds $23,774.79 was added. Total amount available for use from legacies, $11,560.34. The total receipts for current use for the year ending May 31, 1923, were $205,027.80. The deficit May 31, 1923, of which $36,297.06 was carried over from the preceding year, was $40,774.50. To the permanent funds $13,073.81 was added. Total amount available for use from legacies, $44,978.39.

FINANCIAL STATEMENT

JUNE 1, 1921 — MAY 31, 1922

Receipts

June 1, 1921, Balance			$14,511.86
Less C. W. M. — Balance Special for Educational Institutions	$10,307.82		
Other Specials	100.16	10,407.98	
			$4,103.88
Donations, Undesignated		$113,046.02	
Designated, Colleges		4,020.36	
Designated, Academies		2,202.68	
Designated, University Pastors		300.00	
			119,569.06
Legacies available Current Year			11,560.34
Refunded Aid			1,211.02
Income from Investments and Interest on Bank Balances			17,739.98
Borrowed at Bank (Net)			9,420.21
On Account of *Congregationalist* Deficit			2,314.48
Sunday School Chart (Net)			43.90
Literature Sold			300.83
			$166,263.70

Payments

Student Appropriations and Aid from Special Funds and Contributions			$11,687.50
Colleges			12,221.48
Academies			4,533.99
University Student Pastors			20,584.13
Religious Education Dept.			52,181.97
Social Service Dept.			12,458.64
Missionary Education Dept.			11,569.33
Field Work Dept.			3,938.36
Student Work Dept.			4,445.60
Young People's Dept.			142.30
Educational Publications Dept.			3,249.83
Annuities			565.00
Council Church Boards of Education			1,511.20
Sunday School Council of Evangelical Denominations			414.55
Missionary Education Movement			50.00
National Council Meeting Expenses			1,504.98
Summer Conferences			81.72
Salaries: General Secretary, F. M. Sheldon		$5,000.00	
Assistant Treasurer, Mary E. Clarke		1,400.00	
Assistants: A. B. Hatheway		1,260.00	
L. O. Tead		600.00	
S. F. Wilkins		500.00	
			8,760.00
Field Secretary, S. M. Jordan			1,200.00
Expenses: Rent, Printing, Postage, etc.			3,766.62
Traveling Expenses			2,213.96
Directors' Meetings			876.83
Woman's Home Missionary Unions and Federation			1,580.29
The American Missionary			1,929.50
Secretaries' Annuity Premiums			302.38
Congregationalist Deficit			2,314.48
Interest on Borrowed Money			1,085.87
Congregational World Movement, Adjustment			488.76
BALANCE		$28,164.95	$165,659.27
Less Reserve Legacy	$23,120.70		
Less University Special	3,782.97		
Less Scholarship Special	100.16		
Less Permanent Fund to Reinvest	556.69	27,560.52	604.43
			$166,263.70
Debt to Bank for Borrowed Money			$22,000.00
Debt to Congregational Publishing Society for *Congregationalist* Deficit			21,534.99
			$43,534.99
Less General Balance			7,237.93
Net Deficit			$36,297.06

CONGREGATIONAL WORLD MOVEMENT

Balance, June 1, 1921	$10,307.82
Receipts June 1, 1921, to June 1, 1922	130,835.06
	$141,142.88
Payments to Institutions, Congregational Foundation for Education and Congregational World Movement Expenses	137,359.91
BALANCE	$3,782.97

FINANCIAL STATEMENT

JUNE 1, 1922 — MAY 31, 1923

Receipts

Donations	$114,294.25		
One-third of Legacies received in Year	8,241.65		
One-half Reserve Legacy of Previous Year	13,600.00		
Congregational Publishing Society Legacies	23,136.74		
Refunded Aid	897.28		
Special Student Aid and Other Special Objects	3,882.00		
Income from Invested Funds, Interest on Bank Balances and Refund of National Bank Tax	19,154.65		
Literature Sold	256.28		
Windom Academy Mortgage	2,000.00		
Advance from Legacy Fund	15,000.00		
		$190,462.85	
Balance of May 31, 1922 $28,164.95 less $13,600 accounted for above		14,564.95	
			$205,027.80

Expenses

Student Aid Appropriations	$11,970.68	
University Student Pastors	25,685.81	
Field Work Department	54,635.19	
Field Work, State Work, Iowa, $1,000; Maine, $480	1,480.00	
Missionary Education Department	12,747.23	
Student and Young People's Departments	7,448.64	
Social Service and Men's Work	13,657.50	
Educational Publications	1,189.17	
Religious Day School, Gary, Ind.	245.00	
Vacation Bible School	100.00	
Sunday School Chart Budget, Net	107.47	
Interboard Budget	399.80	
Homeland Boards Budget	138.52	
Missionary Education Movement	150.00	
Student Workers' Conference	200.00	
Council of Church Boards of Education	1,696.20	
Sunday School Council of Evangelical Denominations	90.00	
International Sunday School Council of Religious Education	750.00	
International Denominational Y. M. C. A.	15.00	
Field Work, Office	3,896.75	
Field Work, Traveling Secretary	1,399.96	
Salaries: General Secretary, Assistant Treasurer and other Office Salaries	8,461.66	
Rent, Postage, Printing, Traveling, etc.	6,985.37	
Directors' Expenses in Attending Meetings	588.62	
W. H. M. U. Expenses	107.23	
The American Missionary	1,967.02	
Secretaries Annuity Premiums	232.47	
C. P. S. *Congregationalist* Deficit	28,432.99	
Congregational Woman's Missionary and Educational Institutions Funds	287.00	
Designated Gifts and Special Appropriations	2,705.80	
Commission on Missions	10,250.52	
Interest on Borrowed Money	621.07	
Annuities	565.00	
	$199,407.67	
Balance, May 31, 1923	5,620.13	
		$205,027.80

The Congregationalist

Upon vote of the National Council in the meeting at Los Angeles, the Education Society assumed the deficit on the *Congregationalist.* May 31, 1923, the Society had paid toward this deficit $30,747.47 and there was due upon that date $13,594.40, making a total paid and due of $44,341.87. This is $3,567.37 more than the present total deficit of the Education Society, in which deficit the amount still due on the *Congregationalist* is included.

At the time the Congregational World Movement began, the apportionment percentage of the C. E. S. was 6 per cent. In securing apportionment percentages for institutions the C. E. S. percentage was cut to 4 per cent. When the National Council voted that this Society should carry the *Congregationalist* deficit, it voted to the Society an increase of 1½ per cent in apportionment, making the total 5½ per cent, hoping that this would meet the added demand. But unfortunately, that increase did not take effect until January, 1922, and other factors entered in so that the Society has received no increase in income from the churches. Thus the deficit.

Now eight of the eleven per cent given for institutions has been reabsorbed by the societies. All the societies pressed to come back to the old percentages which they had before the World Movement was inaugurated. Ministerial Relief and Annuity needed an increase and received 3 per cent, and the Foundation for Education came back for 3 per cent. Thus the Education Society now has the added expense of the *Congregationalist* with 5.6 per cent of the apportionment, or .4 per cent less than it had before the World Movement began, or the added expense without any increased percentage on the apportionment and without any increase in income from the churches.

This is not a complaint, but it accounts for our deficit and indicates the urgent necessity for an increase in the apportionment for the Society.

Field Work

The district, departmental and general secretaries of the Congregational Education Society are prepared to give and have been giving the following information and help:

1. Available materials for regular Sunday School curriculum or for special groups; for Daily Vacation or Week-Day Religious Schools; for social service, forums, missionary education and the work of young people; for sex hygiene education for boys and girls, young people and parents.

2. Suggestions for organization, grading and equipment, including plans for housing the church school.

3. A program for the training of teachers and leaders.

4. Help in guiding young people in life decisions and preparing for church membership.

Teacher Training

Large stress has for twelve years been placed upon the materials to be used in religious education. It requires a better trained teacher to use properly these better materials than to use the former type of materials. The Pilgrim Training Course is heartily recommended and recognized as standard for the use of classes of young people preparing to teach or of those engaged in the work who wish further preparation.

Making Vacation Days Count

A new leaflet, "The Daily Vacation School of Religion," issued free, describes new materials and suggestions for organization and management of these vacation enterprises, whether they are conducted by an individual church or cooperatively by several churches.

Week-Day Classes in Religious Education

"Week-Day Religious Education" is the title of a new free leaflet which tells of the best curriculum material for these schools and suggests methods of work.

The Home

"The Home and the Church School" and "How Parents May Help the Church School" are two pamphlets which help in that most important branch of our work, the extension of the church into the home. Books for parents are suggested on request.

Much of the time of the National Secretaries and all the time of the District Secretaries is given to aiding churches and ministers in their religious education programs. The Secretaries of the Society last year had approximately 11,300 interviews with pastors and church workers who sought assistance on religious educational work. Approximately 21,500 personal letters were written in answer to requests for information and help. Between 200,000 and 300,000 people attended meetings where the secretaries spoke on religious education.

The Sunday School Extension workers under Secretary W. K. Bloom, D.D., the Home Mission workers under Secretary Frank Moore, D.D., and the State Superintendents have given the finest kind of cooperation and have thus greatly enlarged and strengthened the work.

Special mention should be made from the point of view of recruiting and religious education of the splendid group of young people the Sunday School Extension Society has sent into the field each summer. This has borne significant fruit.

Missionary Education

Secretary Herbert W. Gates, D.D., is at the head of this department. It would be difficult to find a better leader in the country. Under him, the department has grown from one office secretary three years ago to an assistant and three secretaries.

Before this department was established it was necessary for the church which wished a missionary education program to write to seven societies and in addition to a Woman's Board for material, organize the material and then find a way in which to use it. Now any church can write to this one department and get the entire missionary education program for all the societies, with concrete, well tested plans for carrying out the program.

The Purpose of This Department Is:

To put life and spirit into the educational work of every church. How many of our boys and girls are really interested in our present program? We help interest them.

To help raise the Apportionment? Yes, that is one object, but not the main idea. Increased giving always comes when we help folks to know conditions, appeal to the right motives and give them a chance to act in a practical way. Sound knowledge and active interest must come first.

What We Offer

1. A graded program for every age and department of the church.
2. The World Service Schools program for the church school. Graded, flexible, interesting, instructive! Includes dramatizations, original programs, posters, definite projects of study and service, regular giving.
3. The Church School of Missions. Of special value in reaching men. Has pulled many a mid-week meeting out of the hole.
4. Leader's Helps Service for mission study groups.
5. Fine courses for Week-Day Activities for Primary and Junior grades.
6. The Here and There Stories, home and foreign, for Juniors. A classified index makes available a wide range of illustrative material for many purposes.
7. Outlines of study and service for Young People's groups.
8. Interesting and instructive books for all ages.
9. Missionary Plays and Pageants.
10. Summer conferences for the development of leadership.
11. Bulletins of Information regarding successful plans and methods.

This department was established at the request of the other societies and the Commission on Missions, all of which it serves and represents.

The work of the department is limited by the restricted budget. Some of the societies still retain their missionary education departments. It is a fair question whether in the interest of economy, unity and efficiency those departments should not be discontinued and the budget of the Missionary Education Department enlarged to take care of all the missionary education work of the denomination.

Social Service and Adult Work

This department is given distinctive leadership by Secretary Arthur E. Holt, Ph.D. He is just the right man in the right place.

The department seeks to help our churches in the task of institutional reconstruction by studies of successful church methods in every type of community and through bulletins and pamphlets it tries to place the best at the disposal of the rest.

A study is just being completed of men's work in seven different types of communities. This department offers the results of these studies in the following bulletins:

No. 1. Men's Work in Rural and Village Churches
No. 2. Men's Work in Downtown City Churches
No. 3. Men's Work in College Communities
No. 4. Men's Work in Suburban Churches
No. 5. Men's Work in Industrial Communities
No. 6. Men's Work in Residential Churches
No. 7. Men's Work in Resort Communities

The department is helping in the ethical reconstruction of the church by studies in the realm of Christian ethics, furnishing material through which the church can reconstruct the thinking of the people. The department will offer next fall:

First, a new and better treatment of the Uniform Sunday School Lessons from the social standpoint.

Second, the following study courses for use in classes which wish to do serious study:

Christianity and Economic Problems. This book has already reached the sale of 7,000 copies.

Christianity and Industry. A new book to be published jointly by the Methodist, Baptist and Congregational publishing houses.

The Bible as a Community Book
Social Work in the Churches

Third, *Social Project Courses*

The Theory Back of These Courses: Every group can have available the material to build a common Christian conscience.

The following Social Project Courses will be available by October 1st:

Christian Fellowship and Modern Industrial Life
Christian Fellowship Between the Farmer and the City
Christian Fellowship and Marriage
Christian Fellowship Between Parents and Children
Christian Fellowship and Race Relationships
Christian Fellowship and International Relationship
Christian Fellowship and American Community Life

The department furnishes any class or group a Study Outline and, if desired, a Loan Library Package containing the best books and pamphlet literature assembled from every possible source. This literature is loaned for a period of three months.

Student and Young People's Department

Rev. Harry Thomas Stock began work as head of this department in September, 1922. He came from a position in the Chicago Theological Seminary, was selected by the Society and the Commission on Recruiting acting together, and is rapidly demonstrating his ability.

Twenty-one Young People's Conferences were held this last summer with an attendance of approximately 3,000. In addition to this another 2,500 were reached, in other Summer Schools of Religious Education, by representatives of our Society. Over 100 Week-end Conferences, about 25 gatherings in connection with State Conferences and many in connection with District Associations, all for Young People, were held during the last twelve months.

Special attention is being given to reorganizing Young People's work in the local church, to the development of local leadership and to special topics as alternate, for those who desire them, to the C. E. topics. These topics will be carried in the WELLSPRING.

Courses specially adapted to Young People in the Sunday School are being prepared. Bulletins on Young People's work are going to the churches every three or four months.

The Society is aiding in student work in over thirty tax-supported colleges and universities. This is the most strategic opportunity, in proportion to cost, to reach the leaders of tomorrow, in every walk of life.

The state furnishes grounds, buildings, equipment, faculty, everything but training in religion. These schools encourage the church to furnish this. There are as many Congregational students in a single one of these universities as there are in several Congregational colleges. There are twelve thousand of them in the schools in which the Society works. We appropriate only $26,000 for this purpose.

Recruiting

Special student meetings have been held in some twenty schools. Vocation day was observed in many churches the last Sunday in February. The cause has been presented at a number of our State Conferences. A number of vocational meetings with high school students have been held. Vocational guidance has been a subject in most of the young people's and student gatherings. Many hundred names have been gathered and life-guidance bulletins are sent to these people frequently.

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